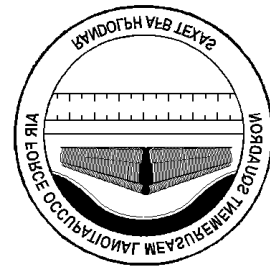**UNITED STATES
AIR FORCE**

OCCUPATIONAL SURVEY REPORT

TACTICAL AIR COMMAND AND CONTROL

AFSC 1C4X1

OSSN: 2489

MAY 2002

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Tactical Air Command and Control career ladder (AFSC 1C4X1). Authority for conducting an occupational survey is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Career Field Manager, technical training school, all major using commands, and other interested operations and training officials.

Lt Thomas Abel, Inventory Development Specialist, developed the survey instrument. Lt Troy Guthrie, Occupational Analyst, analyzed the data and wrote the final report. Mr. Tyrone Hill provided computer-programming support, and Ms. Dolores Navarro provided administrative support. Major Jose Caussade, Chief, Airman Analysis Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OMYXI, 1550 5th Street East, Randolph AFB TX 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our website at https://www.omsq.af.mil/.

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OCCUPATIONAL SURVEY REPORT (OSR)
COMMUNICATIONS-COMPUTER SYSTEMS OPERATIONS
(AFSC 1C4X1)

EXECUTIVE SUMMARY

1. Survey Coverage: The Tactical Air Command and Control career ladder was surveyed to obtain current task, software, and equipment data for use in evaluating current training programs. The data will also be used to support Specialty Knowledge Test (SKT) development. Surveys were sent to 762 Active Duty (AD), and 189 Air National Guard (ANG) personnel. Survey results were based on 291 1C4X1 personnel accepted into the final sample after being quality checked.

2. Specialty Jobs: Structure analysis identified one job within the specialty. This career ladder contains a wide variety of tasks, but the vast majority of the members are performing similar tasks.

3. Career Ladder Progression: The Tactical Air Command and Control career ladder progression is typical of most career ladders. There was a distinction between 3- and 5-skill-level members with the 5-skill level members performing more supervisory work. The distinction between 5- and 7-skill-level members was more obvious, with the 7-skill-level members spending the most amount of time performing supervisory/management activities.

4. Training Analysis: The specialty training standard (STS) for the specialty, dated Jan 2001, was reviewed in light of the survey data. The STS, for the most part, is supported by the survey data. A complete review of the STS has been provided to the technical school for evaluation. The plan of instruction (POI) for the 3-skill-level course, dated January 2001, was also reviewed.

5. Job Satisfaction Analysis: In general, job satisfaction among most 1C1X1 personnel was good. Reenlistment intentions have risen across all TAFMS groups since the 1999 survey. The first-and second-term airmen showed noticeably higher job satisfaction.

6. Predictive Retention Analysis: Members in all three TAFMS groups agreed on several factors potentially influencing their decision to reenlist or separate. Top factors for reenlistment include: retirement benefits and bonus or special pay. The three TAFMS groups listed esprit de corps/morale and recognition of effort as top factors for those who plan to separate.

INTRODUCTION

Air Force Occupational Measurement Squadron (AFOMS)

Occupational Analysis Program

Simply put, our mission is to provide occupational data for decisionmakers allowing them to make informed personnel, training, and education decisions based, not on opinion and conjecture, but on empirical, quantitative data.

Survey Development Process

An occupational survey begins with a job inventory (JI) -- a list of all the tasks performed by members of a given Air Force Specialty Code (AFSC) as part of their actual career field work (that is, additional duties and the like are not included.) We strive to ensure that every function career field members perform is included by working very closely with technical training personnel, the Air Staff, and operational subject-matter experts (SMEs) to produce a task list that is complete and understandable to the typical job incumbent filling out the survey. The SMEs also ensure the task list is written to the same level of specificity across duty areas and that each task is mutually exclusive, that it is not covered in the task list more than once.

In addition to this comprehensive task list, job inventories include a number of background questions that deal with demographic information, job satisfaction, equipment usage, and any other area that our customers may desire to focus on.

Furthermore, the JI is only one of the surveys that AFOMS produces. The JI task list is used in creating several other surveys that are important for developing and refining career field training programs and for developing career field promotion tests; these surveys and how their results are used will be described shortly.

Survey Administration

The sample of members who receive the JI primarily depends on the size of the career ladder. We typically survey 100 percent of all eligible members in career ladders numbering 3,000 members or less. For career ladders larger than 3,000 assigned members, we typically select a random sample of half of the eligible members. Return rates (the percentage of surveys we receive back from the field) generally run 70 percent or greater. All this combines to produce very large and very representative samples in almost every study we conduct, compared for example to the samples obtained by private commercial surveying and marketing firms, and this in turn leads to highly accurate information about the work and demographics of the career field.

When the number of tasks is large, responding to the JI can be somewhat time-consuming for the Air Force member, but it is a simple process. Respondents are asked to examine each task and indicate

whether they do or do not perform that task in their current job. They are then asked to rate each task they marked on a scale of 1 - 9 based on how much relative time they spend performing that task in their present job.

Survey Analysis

Survey responses are processed using a set of computer programs called the Comprehensive Occupational Data Analysis Programs (CODAP). We are able to calculate some important basic information about each task from the information that respondents provide in the JI: the Percent Members Performing (PMP) and the Percent Time Spent (PTS). CODAP groups survey respondents according to their similarity of task performance, and our analysts study these groupings to identify distinct jobs. Further, we can provide PMP and PTS information for any subgroup. For example, we can easily determine the percent of E-5s or 3-skill-level or first-term airmen who perform each task, and estimate the average amount of job time they spend performing it. This is important because many of the applications of our data target particular subgroups within the career ladder.

Uses of Survey Data

Survey results are formally reported in an **Occupational Survey Report (OSR)** -- what you are currently reading -- but the OSR is by no means the only product of an occupational survey study. The OSR provides a high-level "snapshot" of an entire AFSC in a compact package, but it is not intended to provide the comprehensive information needed to support important decisions about a career field. That is the purpose of "data extracts", which are comprehensive, detailed sets of CODAP-generated reports designed for particular applications.

The Training Extract -- AFOMS survey data are essential to technical training professionals. The Training Extract provides information about what career ladder incumbents are actually doing in their jobs at each stage of their career, along with supporting information regarding when and how members should be trained to perform their jobs. The data found in the Training Extract regarding first-job, first-term, and 3-skill level members are the *primary source of empirical information* available to support such decisions.

In addition to the JI, AFOMS produces two other surveys that directly support the training community. Depending on the size of the career ladder, a sample of at least 50 and frequently 100 or more 7-skill-level craftsmen is selected to complete a Training Emphasis (TE) survey. A similar-sized sample of other 7-skill-level craftsmen is selected to complete a Task Difficulty (TD) survey.

The TE survey, like the JI, contains the complete career ladder task list, and, like the JI, respondents are asked to rate tasks on a 0 to 9 scale. Unlike the JI, however, respondents are asked to rate tasks based on how much emphasis they believe should be placed on that task for entry-level structured training. A "0" indicates the respondent's belief that no structured training is required for that task, while a "1" indicates the respondent's belief that very little emphasis be placed on providing structured training on that task. A rating of "9" indicates that it is essential to provide structured training on the task.

Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The responses of the entire sample of raters are averaged for each task resulting in a TE rating for each task.

The TD survey also contains the full task list and requests that respondents rate each task on a scale of 1 to 9 ("1" is low, "9" is high); but this time, respondents are asked to rate the amount of time needed to learn to perform that task satisfactorily. In other words, as the name implies, TD is an indicator of how difficult the task is to learn to do. The sample's *average* TD for each task in the inventory is standardized with a mean rating of 5.0 and a standard deviation of 1.0.

When used in conjunction with the PMP for first-enlistment members, average TE and TD ratings provide insight into the appropriate training requirements for new personnel in the career ladder. These three indices (PMP, TE, and TD) are used to compute a composite index, the Automated Training Indicator (ATI), for each task. The ATI expresses in a single number between 1 and 18 ("1" is low, "18" is high) the importance of including training for that task in the initial resident technical course. ATIs allow training developers to quickly focus attention on those tasks that are most likely to qualify for resident course consideration. Further information concerning TE and TD ratings and ATIs for the entire task list can be found in the Training Extract that accompanies this OSR.

The major users of Training Extract information are attendees at Utilization and Training Workshops (U&TWs). The U&TW is a summit of representative career ladder, training, and classification leaders whose purpose is to evaluate current training efficiency and effectiveness in order to propose and approve changes to the Specialty Training Standard (STS) or Course Training Standard (CTS), particularly with regard to 3-skill level training, and to address utilization issues. The AFSC's job description in Attachment 6 of AFMAN 36-2108, *Enlisted Classification*, is reviewed in light of the survey data and appropriately revised to reflect the jobs being performed by the career ladder members.

Part of the process of compiling the Training Extract involves the *STS matching* process, during which technical school personnel match JI tasks to STS elements; that is, they tell us what particular task or tasks correspond to each STS element when it is covered in training. This is especially useful when STS performance codes are being reviewed for the 3-skill level course. For example, the U&TW attendees might be asked to consider adding a task performance code to an STS element that has only been trained to a knowledge level previously. Occupational survey data are an important input in determining the appropriate proficiency code. Separate Training Extracts are produced for Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Component (AFRC) members.

The Specialty Knowledge Test (SKT) Extract -- AFOMS survey data are key to ensuring that SKTs are valid. SKTs are an important part of the Weighted Airman Promotion System (WAPS). Because an airman's test score is frequently the deciding factor in determining who is promoted, SKTs must be valid, fair, and credible.

In terms of SKTs, *valid* means that every question on the test is tied to a task which has been shown to be important to successful performance in the specialty. This tie is crucial to documenting the validity of SKT content.

AFOMS surveys provide test writers with information on what percentage of airmen are performing tasks (PMP), an estimate of how much job time they spend performing tasks (PTS), how difficult tasks are to master (TD), and the importance of formal training on tasks (TE). This information is combined to produce a composite index called the Predicted Testing Importance (PTI). Those tasks that are rated highest in PTI are exactly the kinds of tasks that one would consider job-essential and critical for incumbents to know and thus be tested on. PTI information is used for minor test revisions; how it is used will be explained shortly.

Field-validated testing importance (FVTI) data are produced for major test revisions. Approximately 6 months before the start of test development, a sample of 100 senior career field NCOs are sent a survey containing a list of tasks rated highest in PTI. Respondents are asked to provide a 1-7 rating ("1" is low, "7" is high) of how important they believe it is to include a question concerning that task on the SKT. The responses are averaged for each task, yielding the FVTI index -- a direct measure of the opinions of career field experts as to what constitutes "job-essential" knowledge.

PTI and FVTI information is included in the SKT Extract which is specifically tailored for use by the SKT teams who come to AFOMS to write the promotion examinations. Two sets of reports are prepared -- one set uses only data for E-5s and the other uses combined data for E-6s and E-7s. Each report gives the SKT team information on every task's PMP, PTS, and PTI, and, for major test revisions, FVTI data. Occupational survey data are thus the only objective source of information available to the team regarding how to make the test they write meet legal requirements for validity and fairness.

The Analysis Extract -- The Analysis Extract is an archive of all the data collected in the course of a study that are not incorporated in one of the other extracts. We typically produce separate Analysis Extracts for AD and ANG/AFRC members. The Analysis Extract is usually an enormous document, a compilation of the many reports that "slice and dice" the data in virtually every potentially useful way. Just about any question anyone has regarding career ladder work, personnel, or training and utilization issues can be answered by consulting one or another of the reports in the Analysis Extract.

The Occupational Survey Report – This document, the Occupational Survey Report (OSR), captures survey data and analysis both in breadth and depth. For ease of reading, the first half of the OSR concentrates on breadth with compelling factors and implications across the specialty. The ensuing appendices show depth with regard to these factors and implications, primarily in tabular format. Where appropriate, highlights of the tables are contained in the body. The reader will find tables in their entirety in the appendices.

OCCUPATIONAL SURVEY REPORT (OSR)
COMMUNICATIONS-COMPUTER SYSTEMS OPERATIONS
(AFSC 1C4X1)

This is a report of an occupational survey of the Tactical Air Command and Control career ladder, conducted by the Occupational Analysis Flight, AFOMS. The OSR reports the findings of current data that are available for use in guiding the development and evaluation of training and support planned changes within this career ladder. In addition, the data are used to support SKT development. The previous OSR was completed in August 1999.

Career Ladder Background

According to the Specialty Description in AFMAN 36-2108, *Enlisted Classification*, dated 30 April 2001, Tactical Air Command and Control personnel perform and manage tactical air control party (TACP) operations, provide Air Force assistance and expertise in planning and controlling combat air resources, and operate and supervise communications nets to support army ground maneuver units.

The E3ABP1C431 course, taught at Hurlbert Field's 334th Training Squadron, lasts for 70 academic days. The course provides training in operation of vehicle mounted and portable radio communications equipment, radiotelephone procedures, electronic counter-counter measures, and tactical vehicle operation. Training is also provided on field skills necessary for sustained combat operations with Army ground units to encompass map reading, compass operations, cover concealment camouflage, and land navigation techniques, as well as comprehensive knowledge of the Tactical Air Control Systems and Army Air Ground System (TAC/AAGS). TACPs are also trained on how to utilize multiple command assets in joint operations to plan and execute tactical and ground weapons resources in direct support of Army ground maneuvers units. This career field is not open to non—US citizens or women and requires a score of 48 in the General category of the ASVAB.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2489, dated November 2001. During the development of the comprehensive task list, 29 subject-matter experts were interviewed from three operational bases and one training unit. In addition to the standard background questions, the survey requested the following information: base of assignment; command of assignment; standard background questions, including job satisfaction and reenlistment intentions; number of deployments and days TDY; job title; work or functional area; paygrade at which you entered this AFSC if retrained from another specialty; management software programs, computer operating systems, test equipment, and support equipment used or operated. The inventory listed 441 tasks grouped under 10 duty headings and a background section. (The complete task list is available on the CD-ROM containing the products from this study.)

BASE	REASON FOR VISIT
Hurlburt Field Fl	Technical Training School
Ft Hood TX	Army's premier heavy forces installation
Pope AFB NC	Home of 82nd Airborne Division
Ft Drum NY	Large population of Army's light infantry

1C4X1 Survey Administration

From Dec 01 to Mar 02, the survey control monitor at the technical training school and operational bases administered the inventory to all eligible DAFSC 1C4X1 AD and ANG personnel. Members ineligible to take the survey included the following: (1) hospitalized members; (2) members in transition for a permanent change of station; (3) members retiring within the time the inventories were administered to the field; and (4) members who had been in their present jobs for less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Survey Sample

The data on survey returns were examined to ensure that the final sample reflected an accurate representation across major commands (MAJCOMs), paygrades, and skill levels. Table 1 shows the distribution of the survey sample by MAJCOM, while Table 2 reflects the survey

distribution by paygrade groups. Table 3 reveals the final sample distribution by skill level. Table 4 displays the component characteristics for the AD and ANG members in the final sample.

TABLE 1

MAJCOM REPRESENTATION OF TOTAL SAMPLE		
COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	54	63
PACAF	12	17
USAFE	10	0
AETC	3	5
OTHER	2	0
ANG	19	15
TOTAL ASSIGNED*		1,131
TOTAL ELIGIBLE		961
TOTAL SURVEYS MAILED		951
TOTAL IN SAMPLE		291
PERCENT OF ASSIGNED IN SAMPLE		26
PERCENT OF ELIGIBLE IN SAMPLE		30
PERCENT OF MAILED IN SAMPLE		31

* As of Nov 01

TABLE 2

PAYGRADE DISTRIBUTION OF SAMPLE		
PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
E-1 – E-2	1	1
E-3	21	20
E-4	26	27
E-5	25	25
E-6	15	16
E-7	10	11
E-8	1	0
E-9	1	0

TABLE 3

TABLE 4

SKILL-LEVEL DISTRIBUTION OF SAMPLE		
SKILL LEVEL	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
1C431	25	27
1C451	45	47
1C471	27	26
1C491	3	0

	AD	ANG
ASSIGNED	930	201
SURVEYED	762	189
SAMPLE	247	44
% OF SURVEYED	32	23

The Command, Paygrade, and Skill-Level distributions of the survey sample are close to the percent assigned indicating that the sample is a true representation of the career ladder population assigned to the MAJCOMs.

1C4X1 JOB STRUCTURE

The first step in the analysis process is to identify the career ladder structure in terms of the jobs performed by the respondents. CODAP creates an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings. Human analysis of the final output, aided by additional measures of similarities and differences between groups, determines the final job structure of the career field as described here.

The basic group used in the hierarchical clustering process is the ***Job***. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a ***Cluster***. The job structure resulting from this grouping process (the various jobs within the AFSC) can be used to evaluate the changes that have occurred in the AFSC since the previous OSR. It can also be used to guide future changes in the AFSC. The above terminology will be used in the discussion of the AFSC 1C4X1 career ladder.

Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, one job was identified within the Tactical Air Command and Control career ladder. Figure 1 shows this job structure. A written outline of the job structure follows. The stage (STG) number shown beside each title references computer-printed information. The letter "N" represents the number of members in the group. The link for the job name listed below includes a detailed description of the job, including demographic information and a listing of representative tasks performed.

I. TACP JOB (STG 11, N=278)

Table B1 displays time spent on duties by the members within this job.

IDENTIFIED JOB STRUCTURE AND PERCENTAGES OF

TOTAL SURVEY SAMPLE
(N =291)

TACP Job
96%
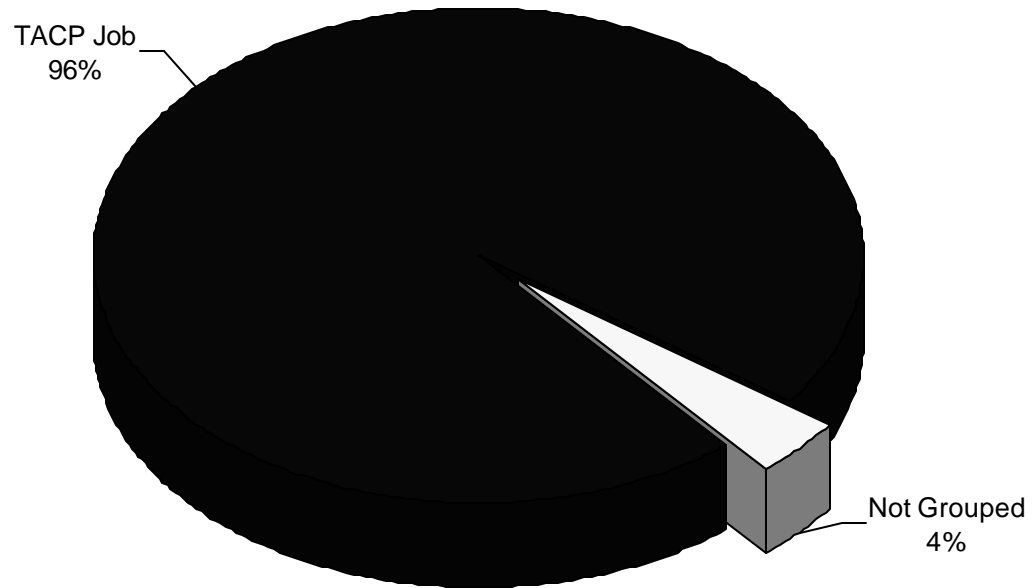
Not Grouped
4%

FIGURE 1

<u>Members Not Grouped</u>

- Remaining 4% of survey sample did not group within the job

  - Survey respondents sometimes do not fall into an identified job because they perform fewer tasks or mark the same tasks but give considerably different time spent ratings for those tasks

  - In addition, there may not have been enough individuals performing the same combination of tasks to warrant identification of a job

  - Members not grouped into any cluster or job are holding a variety of jobs, such as CDC Writer, Education and Training Manager, Standardization/Evaluation Examiner

  - Important point to note is that all major AFSC functions are covered in the independent job

<u>Comparison of the Current 1C4X1 Job to the Jobs and Clusters of the Previous Survey</u>

The Job in which 1C4X1 members were identified in the 1999 study were also identified in the current study for the most part.

  - Overall nature of the 1C4X1 career ladder has not changed much since the previous study; still a very homogeneous career field but has now become even more integrated. Only one main job was discovered through cluster analysis, but the TACP Job accounts for all of the major activities in the career field

Table B2 shows the clusters and jobs identified in this study compared to the previous study conducted in 1999.

SKILL AND EXPERIENCE ANALYSIS

An analysis of DAFSC groups in conjunction with the analysis of the career ladder structure is an important part of each OSR. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108, *Enlisted Classification*, reflect what career ladder personnel are actually doing in the field.

TOTAL SAMPLE

Jobs

Table B3 - Distribution of skill-level members within the career ladder job

Duties

Table B4 - Time spent on duties by members of skill-level groups

- Members at all three skill levels spending most of their time performing tasks in Duty C (Setting up, operating, or troubleshooting mobile communications systems)

- 3-skill level members spending more time Setting up, operating, or troubleshooting mobile communications systems (Duty C) than 5- and 7-skill-level members

- 7-skill level members spending 14% of their time performing Management and Supervisory Activities (Duty J), significantly more than DAFSC 1C431 and 1C451 members

AD

Duties

Table B5 - Time spent on duties by AD members of skill-level groups

- AD members at all three skill levels spending most of their time performing tasks in Setting up, operating, or troubleshooting mobile communications systems (Duty C)

  - AD 3-skill-level members spending much more time Setting up, operating, or troubleshooting mobile communications systems (Duty C) than 5- and 7-skill- level members

- AD 7-skill-level members spending 16% of their time performing Management and Supervisory Activities (Duty J), significantly more than DAFSC 1C431 and 1C451 members

Tasks

Table B6 - Tasks performed by AD 1C431 members

- Tasks being performed by highest percentages of 3-skill-level members (99% and below) indicate that career ladder is very homogeneous at this skill level

Table B7 - Tasks performed by AD 1C451 members

- Tasks being performed by highest percentages of 5-skill-level members very similar to tasks being performed by 3-skill-level members; only slightly less homogeneous

Table B8 - Tasks performed by AD 1C471 members

- Still very technical at this skill level; some management and training activities

ANG

Duties

Table B9 - Time spent on duties by ANG members of skill-level groups

- ANG members at the five-skill level spending most of their time performing tasks in Duty D (Performing air liaison, air strike control, or airspace management activities)

  - ANG 5-skill-level members spending much more time Performing air liaison, air strike control, or airspace management activities (Duty D) than 7-skill level members

- ANG 7-skill-level members spending 23% of their time performing Management and Supervisory Activities (Duty J), significantly more than DAFSC 1C451 members

Tasks

Table B10 - Tasks performed by ANG 1C451 members

- Tasks being performed by highest percentages of 5-skill-level members technical in nature

Table B11 - Tasks performed by ANG 1C471 members

- Tasks being performed by highest percentages of 7-skill-level members technical in nature

TRAINING ANALYSIS

Occupational survey data are a source of information that can assist in the development or evaluation of training programs for both entry-level and advanced members. In particular, the factors used to evaluate entry-level member training include the jobs that are being performed by first-enlistment personnel (1-48 months TAFMS), the overall distribution of first-enlistment personnel across career ladder jobs, the percent of first-enlistment members who perform specific tasks, and ratings of relative training emphasis (TE) and task difficulty (TD). (TE and TD ratings are discussed in the Task Factor Administration section of this OSR.)

WHAT ENTRY-LEVEL MEMBERS NEED TO KNOW

First-Enlistment Personnel (1–48 months TAFMS)

N=101 (35% of sample)

Jobs

Figure 2 - Distribution of first-enlistment personnel within career ladder

- 99% in TACP Job (Figure 1)

Duties

Table B12 - Relative time spent on duties

Tasks

Table B13 - Representative tasks performed

Equipment

Table B14 - Support equipment used or operated

DISTRIBUTION OF AFSC 1C4X1
FIRST-ENLISTMENT PERSONNEL
(N=101)

TACP Job
99%

Not Grouped
1%
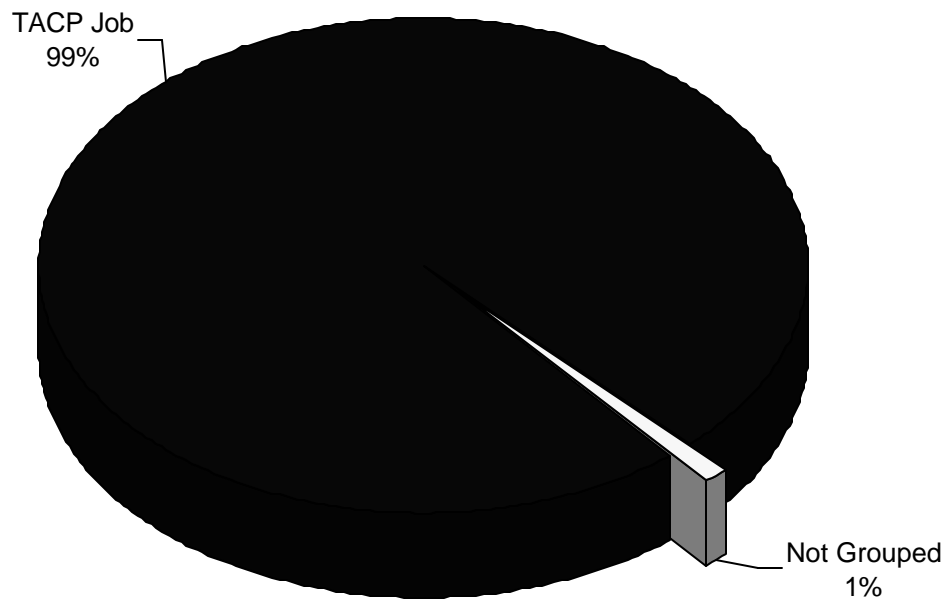
FIGURE 2

TASK FACTOR SURVEYS

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information, along with data from the Specialty Training Standard (STS) or Course Training Standard (CTS), and Plan of Instruction (POI) is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected DAFSC 1C4X1 members (generally E-6 or E-7 craftsmen) completed either a training emphasis (TE) or task difficulty (TD) survey. To obtain the needed STS, CTS, and POI data, STS 1C4X1 was reviewed by comparing survey data to STS elements.

Task Factor Administration

TE and TD data can help training development personnel decide which tasks to emphasize for entry-level, structured training (resident technical schools, field training detachments, mobile training teams, formal OJT, or any other organized training method). For example, tasks receiving high TE and TD ratings generally warrant resident training if they are also performed by a moderate-to-high percentage of first-enlistment members. Tasks receiving high TE and/or TD ratings but being performed by relatively low percentages of first-enlistment members may be more appropriately planned for structured OJT programs within the career ladder. Low TE and/or TD ratings may highlight tasks best omitted from training for new personnel. These task factors are, of course, not the only ones to weigh in making training decisions; the percentages of personnel performing the tasks, command concerns, the criticality of the tasks, and other important factors must also be carefully considered.

Training Emphasis (TE) — degree of emphasis that should be placed on each task for structured training of entry-level members

- Thirty-one DAFSC 1C4X1 senior noncommissioned officers (NCOs) rated tasks in inventory on a scale from 0 (no training required) to 9 (extremely high TE)

- Average TE rating was 3.65 with a standard deviation of 1.87

  - If a task has a TE rating at least one standard deviation above the mean, that is, of at least 5.52, it is probably important to provide new personnel with formal training on that task

Table B15 - Tasks with highest TE ratings

  - Most tasks with high TE ratings are from Duty A (Performing field activities), Duty C (Setting up, operating, or troubleshooting mobile communications systems) and Duty D (Performing air liaison, air strike control, or airspace management activities).

Task Difficulty (TD) — amount of time needed to learn to perform that task satisfactorily

- Thirty-one DAFSC 1C4X1 senior NCOs rated difficulty of tasks in inventory using a scale from 1 (extremely low difficulty) to 9 (extremely high difficulty)

- TD ratings are normally adjusted so that tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00

- Any task with a difficulty of 6.00 or greater is therefore, considered difficult to learn

Table B16 - Tasks with highest TD ratings

- Also lists percent members performing these tasks by groups of 1-24 months' and 1-48 months' TAFMS, as well as members of the 3-, 5-, and 7-skill-level groups

- Unlike the listing of tasks with highest TE ratings, however, many tasks with highest TD ratings have low percent members performing

  - This pattern is typical across many career fields because relatively few members perform most difficult tasks

WHAT DO 1C4X1 TRAINING DOCUMENTS REFLECT?

Specialty Training Standard (STS) Analysis

Technical school personnel from the 334th Training Squadron (336 TRS), Hurlbert Field FL, matched JI tasks to STS items. Per AETCI 36-2601, dated 14 July 1999, STS elements that are matched to tasks having sufficiently high TE and/or TD ratings and are performed by at least 20% of members in appropriate skill-level groups [particularly first-job (1-24 months' TAFMS) members and first-enlistment (1-48 months' TAFMS) members] should be included in the STS. Of course, these are not the only criteria for inclusion in the STS, and other rational considerations may argue against inclusion. Likewise, proficiency-coded elements matched to tasks with less than 20% performing in first-job and first-enlistment groups should be closely reviewed by subject-matter experts, unless other considerations (such as mission criticality or criticality to a particular MAJCOM) argue for inclusion of these "unsupported items." As stated above, several tasks not referenced to the STS with at least 20% of the first-job or first-enlistment members performing should be reviewed by training personnel for possible addition to the STS. Finally, several tasks with 20% or more members performing were matched to STS elements without proficiency codes. These STS elements should be reviewed for possible proficiency code revision.

Table B17 - Examples of Tasks Not Referenced to STS Elements with 20% or more Members Performing

- Complete listing unmatched tasks is located in the STS report in Training Extract

Table B18 - Examples of tasks with 20% or more members performing matched to STS elements without proficiency codes

- Complete listing of tasks matched to STS elements is found within STS report in Training Extract; STS elements should be reviewed for possible proficiency code revision

Overall, the STS is well supported by the survey data.

Plan of Instruction (POI) Analysis

In addition to the STS, the POI for a course may also have unsupported objectives (included in the course but performed by few first-term airmen.) Personnel from the 334 TRS also matched JI tasks to related training objectives in the POI for the entry-level course. POI blocks, units of instruction, and learning objectives were then compared to the standard set forth in AETCI 36-2601. This document indicates that tasks trained in the course but not performed by at least 30% of first-enlistment members should be considered for elimination from the course, unless other rational considerations argue for inclusion. This is especially so if TE ratings for the task are not particularly high.

- All learning objectives matched to tasks performed by 30% or more of first-enlistment personnel

Table B19 - Examples of tasks not referenced to POI objectives with 30% or more members performing

- Complete listing of tasks not referenced to POI located at end of POI report in Training Extract; tasks should be reviewed for possible addition to POI

Overall, the POI is well supported by the survey data.

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. The survey

included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions.

<div align="center">

Job Satisfaction

Overall = Good

</div>

Table B20 - Job satisfaction data by job groups identified in **1C4X1 JOB STRUCTURE** section of this report

Results are summarized below:

- Reenlistment intentions for majority of sample (TACP Job) relatively high (64%)

Table B21 displays job satisfaction data for the AD and ANG members. The results for the two components are summarized below:

- Job satisfaction ratings for the ANG members are higher than the AD members, especially for job interest

Table B22 displays job satisfaction data between the current 1C4X1 OSR data and the 1999 1C4X1 survey. The results from the comparison data are summarized below:

- Overall, job satisfaction ratings for the 1C4X1 first- and second-term members in the current study are slightly higher compared to the 1C4X1 members in the previous study

- Reenlistment intentions for all TAFMS groups in the current study are higher compared to their reenlistment intentions in 1999 (taking retirements into account for 97+months TAFMS group)

PREDICTIVE RETENTION ANALYSIS

JIs also routinely collect information about factors that affect reenlistment and separation decisions. That is, respondents who say that they are likely to reenlist at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to reenlist. Respondents who indicate that they are likely to separate at the end of their present term (and those not eligible for retirement) are asked to indicate whether each of 31 different factors will have any effect on their intended decision and, if so, the degree to which each factor may influence their decision to separate. The degree is indicated on a 3-point scale ranging from "slight influence" to "strong influence."

Reenlistment

Table B23 - Lists the 31 factors in the order they appeared in the survey. The percent selecting each factor and the average rating for each factor by TAFMS group based on how much each factor may influence their decision to reenlist are also shown.

- Top 5 reasons members may choose to reenlist based on the highest percentages selecting each factor are listed below Table B23

    - Bonus or special pay and retirement benefits appeared for each of the three TAFMS groups as top reasons for reenlisting

Separation

Table B24 - Displays the percentage of the members for each TAFMS group indicating that their plans to separate may be influenced by each factor as well as the average ratings by TAFMS group for the 31 factors based on the influence each factor may have on the respondents' decisions to separate

- Top 5 reasons members in each TAFMS group may choose to separate based on the highest percentages selecting each factor are listed below Table B24

    - Esprit de corps/morale and recognition of efforts appeared for each of the three TAFMS groups as top reasons for separating

APPENDIX A

TACP JOB (STG 11)
N=278 (96% of TOTAL SAMPLE)

DEMOGRAPHICS

Average Time in Present Job		42 months	
Average TAFMS		98 months	
Predominant Paygrades		E-3	27%
		E-4	26%
		E-5	31%
Skill Levels		3C031	28%
		3C051	47%
		3C071	24%

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 172*	PERCENT MEMBERS PERFORMING
A0028	Navigate by vehicle during day operations using maps and compasses	98
A0030	Navigate by vehicle using GPSs	98
A0029	Navigate by vehicle during night operations using maps and compasses	96
A0031	Participate in physical training (PT)	95
A0034	Perform camouflage procedures	95
A0037	Perform day or night convoy operations	95
C0125	Perform operational checks of portable radios	94
C0113	Perform emergency operations on AN/GRC-206 communications pallets	94
A0049	Perform personal hygiene under field conditions	94
A0001	Authenticate communications	94
A0025	Navigate by foot during day operations using maps and compasses	93
A0020	Interpret tactical map symbols	93
A0026	Navigate by foot during night operations using maps and compasses	93
C0106	Extract time-of-day (TOD) messages from GPSs for HAVE-QUICK operations	93
A0046	Perform operations using night vision devices	93
C0150	Set up or tear down portable radios	92
A0027	Navigate by foot using global positioning systems (GPSs)	92
B0070	Check vehicle fluid levels, such as transmission fluid levels or oil levels	91
C0109	Load or zeroize variables in encryption equipment	91
C0122	Perform operational checks of HAVE-QUICK systems	91
A0040	Perform ECM procedures during HAVE-QUICK operations	91
C0121	Perform operational checks of GPSs	91
C0103	Construct field expedient antennas	91
C0124	Perform operational checks of palletized radio systems	90

APPENDIX B

TABLE B1

AVERAGE PERCENT TIME SPENT ON DUTIES
BY 1C4X1 CLUSTERS AND JOBS

DUTIES	TACP JOB (N=278) (STG 11)
A PERFORMING FIELD ACTIVITIES	24
B PERFORMING VEHICLE OPERATOR MAINTENANCE	8
C SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	21
D PERFORMING AIR LIAISON, AIR STRIKE CONTROL, OR AIRSPACE MANAGEMENT ACTIVITIES	26
E PERFORMING AIRBORNE OR AIR ASSAULT ACTIVITIES	3
F PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3
G PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3
H PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
I PERFORMING TRAINING ACTIVITIES	3
J PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	8

TABLE B2

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1999 SURVEYS

PRESENT SURVEY (N=291)		1999 SURVEY (COMBINED SURVEY WITH AFSC 3C2X1) (N=514)	
TACTICAL AIR COMMAND AND CONTROL PARTY (TACP) JOB	96%	TACTICAL AIR COMMAND AND CONTROL (TACC) CLUSTER (N = 463)	90%
		INSTRUCTOR JOB	4%
		OPERATIONS SUPERINTENDENT JOB	2%
		CAS JOB	1%
		JOINT COMMUNICATIONS UNIT (JCU) TECHNICIAN JOB	1%
		RADIO OPERATOR JOB	1%

TABLE B3

DISTRIBUTION OF AFSC 1C4X1 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS (PERCENT IN EACH JOB)

	1C431 (N=79)	1C451 (N=137)	1C471 (N=74)
TACP JOB	99	96	91
NOT GROUPED	1	4	9

TABLE B4

TIME SPENT ON DUTIES BY MEMBERS OF AFSC 1C4X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES		1C431 (N=79)	1C451 (N=137)	1C471 (N=74)
A	PERFORMING FIELD ACTIVITIES	27	24	19
B	PERFORMING VEHICLE OPERATOR MAINTENANCE	11	8	4
C	SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	28	21	13
D	PERFORMING AIR LIAISON, AIR STRIKE CONTROL, OR AIRSPACE MANAGEMENT ACTIVITIES	22	26	28
E	PERFORMING AIRBORNE OR AIR ASSAULT ACTIVITIES	3	3	2
F	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	3	5
G	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	2
H	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*	1	3
I	PERFORMING TRAINING ACTIVITIES	2	6	10
J	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	7	14

* Indicates less than 1%
Columns may not add up to 100% due to the effects of rounding

TABLE B5

TIME SPENT ON DUTIES BY AD MEMBERS OF AFSC 1C4X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES		AD 1C431 (N=79)	AD 1C451 (N=113)	AD 1C471 (N=54)
A	PERFORMING FIELD ACTIVITIES	27	22	17
B	PERFORMING VEHICLE OPERATOR MAINTENANCE	11	8	4
C	SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	28	20	11
D	PERFORMING AIR LIAISON, AIR STRIKE CONTROL, OR AIRSPACE MANAGEMENT ACTIVITIES	22	24	26
E	PERFORMING AIRBORNE OR AIR ASSAULT ACTIVITIES	3	3	2
F	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	3	6
G	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	2
H	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*	2	4
I	PERFORMING TRAINING ACTIVITIES	2	6	11
J	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	8	16

* Indicates less than 1%
Columns may not add up to 100% due to the effects of rounding

TABLE B6

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1C431 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 146*	PERCENT MEMBERS PERFORMING (N=79)
C0106	Extract time-of-day (TOD) messages from GPSs for HAVE-QUICK operations	99
A0030	Navigate by vehicle using GPSs	97
B0098	Wash vehicles	96
B0070	Check vehicle fluid levels, such as transmission fluid levels or oil levels	96
C0113	Perform emergency operations on AN/GRC-206 communications pallets	96
C0125	Perform operational checks of portable radios	96
C0159	Troubleshoot portable communications equipment	96
C0122	Perform operational checks of HAVE-QUICK systems	96
A0049	Perform personal hygiene under field conditions	96
A0028	Navigate by vehicle during day operations using maps and compasses	96
A0034	Perform camouflage procedures	96
A0029	Navigate by vehicle during night operations using maps and compasses	96
A0037	Perform day or night convoy operations	96
A0001	Authenticate communications	96
C0124	Perform operational checks of palletized radio systems	95
C0150	Set up or tear down portable radios	95
A0025	Navigate by foot during day operations using maps and compasses	95
C0121	Perform operational checks of GPSs	95
A0026	Navigate by foot during night operations using maps and compasses	95
C0103	Construct field expedient antennas	95
A0031	Participate in physical training (PT)	94
C0109	Load or zeroize variables in encryption equipment	94
A0027	Navigate by foot using global positioning systems (GPSs)	94
A0050	Perform personal sanitation under field conditions	92
C0133	Remote radio set controls (RSCs)	92
A0040	Perform ECM procedures during HAVE-QUICK operations	92
A0011	Drive wheeled vehicles in nontactical environments	91
A0012	Drive wheeled vehicles in tactical environments	91
C0102	Configure communications systems for operations using vehicle power	91
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	91
C0148	Set up or tear down GPSs	91
B0096	Report vehicle discrepancies or malfunctions	90
C0111	Perform communications security (COMSEC) overrides using AN/GRC-206s	90
A0065	Tear down, inspect, clean, and reassemble weapons, such as M-16 assault rifles	90
C0120	Perform operational checks of fiber optic cables	90
A0046	Perform operations using night vision devices	90
A0020	Interpret tactical map symbols	90
D0215	Participate in Army field exercises	89
C0116	Perform hard wire transfers	89
D0229	Prepare CAS requests	89

TABLE B7

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1C451 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 179*	PERCENT MEMBERS PERFORMING (N=113)
A0031	Participate in physical training (PT)	96
A0028	Navigate by vehicle during day operations using maps and compasses	96
A0030	Navigate by vehicle using GPSs	95
C0113	Perform emergency operations on AN/GRC-206 communications pallets	94
C0125	Perform operational checks of portable radios	93
A0001	Authenticate communications	93
A0020	Interpret tactical map symbols	92
A0029	Navigate by vehicle during night operations using maps and compasses	92
C0121	Perform operational checks of GPSs	92
A0034	Perform camouflage procedures	92
B0098	Wash vehicles	91
C0122	Perform operational checks of HAVE-QUICK systems	91
C0106	Extract time-of-day (TOD) messages from GPSs for HAVE-QUICK operations	91
A0046	Perform operations using night vision devices	91
B0070	Check vehicle fluid levels, such as transmission fluid levels or oil levels	90
A0049	Perform personal hygiene under field conditions	90
A0026	Navigate by foot during night operations using maps and compasses	90
A0037	Perform day or night convoy operations	90
A0024	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	89
C0150	Set up or tear down portable radios	89
A0025	Navigate by foot during day operations using maps and compasses	89
A0027	Navigate by foot using global positioning systems (GPSs)	89
C0103	Construct field expedient antennas	89
C0124	Perform operational checks of palletized radio systems	88
C0109	Load or zeroize variables in encryption equipment	88
C0133	Remote radio set controls (RSCs)	88
A0065	Tear down, inspect, clean, and reassemble weapons, such as M-16 assault rifles	88
A0008	Decode or encode radio messages	87
A0021	Interpret topographic maps	86
A0040	Perform ECM procedures during HAVE-QUICK operations	86
C0148	Set up or tear down GPSs	86
C0120	Perform operational checks of fiber optic cables	86
A0062	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	86
A0050	Perform personal sanitation under field conditions	85
B0096	Report vehicle discrepancies or malfunctions	85
C0101	Configure communications systems for operations using auxiliary power	85
D0224	Plan CAS missions	83
C0119	Perform operational checks of encryption equipment	83
A0011	Drive wheeled vehicles in nontactical environments	82
D0167	Assist with planning CAS missions	82
C0102	Configure communications systems for operations using vehicle power	82
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting	82

TABLE B8

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1C471 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 169*	PERCENT MEMBERS PERFORMING (N=113)
A0031	Participate in physical training (PT)	89
F0322	Locate information in Army, Air Force, or joint publications	83
A0020	Interpret tactical map symbols	83
D0229	Prepare CAS requests	83
A0019	Interpret air or ground joint operations graphics (JOGs)	83
A0030	Navigate by vehicle using GPSs	83
A0029	Navigate by vehicle during night operations using maps and compasses	83
A0028	Navigate by vehicle during day operations using maps and compasses	83
D0174	Control low threat CAS missions, such as high altitude	81
D0224	Plan CAS missions	81
A0021	Interpret topographic maps	81
D0205	Locate targets utilizing military grid reference system (MGRS) or latitude and longitude coordinate systems	80
D0216	Participate in Army rehearsals, such as Rock Drills	80
D0175	Control night CAS missions	80
D0249	Transmit radio messages	80
D0247	Transmit CAS requests	80
A0040	Perform ECM procedures during HAVE-QUICK operations	80
I0371	Conduct on-the-job training (OJT)	78
D0170	Brief Army personnel on tactical air support capabilities	78
D0215	Participate in Army field exercises	78
D0173	Control high threat CAS missions, such as low altitude	78
D0218	Perform battle damage assessment (BDA) procedures	78
D0214	Monitor or operate tactical air direction nets	78
J0398	Counsel subordinates concerning personal matters	76
D0222	Perform unsupervised terminal attack control procedures	76
D0199	Extract information from air tasking orders (ATOs) or ACOs	76
D0162	Analyze targets and recommend strike ordnance	76
A0024	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	76
I0372	Conduct task evaluations	74
D0251	Verify targets	74
D0167	Assist with planning CAS missions	74
D0204	Interpret ATOs or ACOs	74
J0425	Inspect personnel for compliance with military standards	72
D0161	Advise staff officers on utilization of air assets	72
C0109	Load or zeroize variables in encryption equipment	72
I0383	Evaluate progress of trainees	70
J0391	Certify training	70
I0375	Determine training requirements	69
I0374	Counsel trainees on training progress	69
A0011	Drive wheeled vehicles in nontactical environments	69
I0386	Maintain training records or files	67
J0426	Interpret policies, directives, or procedures for subordinates	67
J0393	Conduct self-inspections or self-assessments	67

TABLE B9

TIME SPENT ON DUTIES BY ANG MEMBERS OF AFSC 1C4X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES		ANG 1C451 (N=24)	ANG 1C471 (N=20)
A	PERFORMING FIELD ACTIVITIES	32	23
B	PERFORMING VEHICLE OPERATOR MAINTENANCE	5	7
C	SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	22	17
D	PERFORMING AIR LIAISON, AIR STRIKE CONTROL, OR AIRSPACE MANAGEMENT ACTIVITIES	35	1
E	PERFORMING AIRBORNE OR AIR ASSAULT ACTIVITIES	*	3
F	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	2
G	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	1
H	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*	6
I	PERFORMING TRAINING ACTIVITIES	2	7
J	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	23

* Indicates less than 1%
Columns may not add up to 100% due to the effects of rounding

TABLE B10

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1C451 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 140*	PERCENT MEMBERS PERFORMING (N=24)
A0021	Interpret topographic maps	100
A0031	Participate in physical training (PT)	100
A0025	Navigate by foot during day operations using maps and compasses	100
A0028	Navigate by vehicle during day operations using maps and compasses	100
A0026	Navigate by foot during night operations using maps and compasses	100
A0034	Perform camouflage procedures	100
A0030	Navigate by vehicle using GPSs	100
A0027	Navigate by foot using global positioning systems (GPSs)	100
A0037	Perform day or night convoy operations	100
A0008	Decode or encode radio messages	100
A0014	Extract information from Army signal operating instructions (SOIs)	100
A0029	Navigate by vehicle during night operations using maps and compasses	96
A0020	Interpret tactical map symbols	96
A0046	Perform operations using night vision devices	96
A0049	Perform personal hygiene under field conditions	96
A0050	Perform personal sanitation under field conditions	96
D0203	Identify vehicles as friend or foe	96
D0191	Determine target coordinates using GPSs	96
D0201	Identify aircraft as friend or foe	96
A0065	Tear down, inspect, clean, and reassemble weapons, such as M-16 assault rifles	96
D0224	Plan CAS missions	92
A0012	Drive wheeled vehicles in tactical environments	92
D0229	Prepare CAS requests	92
C0150	Set up or tear down portable radios	92
D0167	Assist with planning CAS missions	92
A0040	Perform ECM procedures during HAVE-QUICK operations	92
D0247	Transmit CAS requests	92
D0162	Analyze targets and recommend strike ordnance	92
C0103	Construct field expedient antennas	92
A0001	Authenticate communications	92
C0102	Configure communications systems for operations using vehicle power	92
D0202	Identify hostile ground-to-air threats	92
A0062	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	92
D0174	Control low threat CAS missions, such as high altitude	92
A0016	Fire M-16 assault rifles	92
D0188	Coordinate suppression of enemy air defenses (SEADs) with Army or other service agencies	92
C0106	Extract time-of-day (TOD) messages from GPSs for HAVE-QUICK operations	92
A0015	Fire 9mm handguns	92

TABLE B11

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1C471 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED 186*	PERCENT MEMBERS PERFORMING (N=20)
D0205	Locate targets utilizing military grid reference system (MGRS) or latitude and longitude coordinate systems	100
A0021	Interpret topographic maps	100
A0020	Interpret tactical map symbols	100
A0034	Perform camouflage procedures	100
A0049	Perform personal hygiene under field conditions	100
D0204	Interpret ATOs or ACOs	100
A0028	Navigate by vehicle during day operations using maps and compasses	100
A0030	Navigate by vehicle using GPSs	100
C0109	Load or zeroize variables in encryption equipment	100
A0029	Navigate by vehicle during night operations using maps and compasses	100
A0062	Set up or tear down bivouac equipment, such as tents, camouflage nets, or lighting equipment	100
A0037	Perform day or night convoy operations	100
A0016	Fire M-16 assault rifles	100
D0224	Plan CAS missions	95
D0174	Control low threat CAS missions, such as high altitude	95
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	95
D0173	Control high threat CAS missions, such as low altitude	95
D0251	Verify targets	95
D0215	Participate in Army field exercises	95
D0188	Coordinate suppression of enemy air defenses (SEADs) with Army or other service agencies	95
D0163	Annotate close air support (CAS) control logs	95
D0191	Determine target coordinates using GPSs	95
D0203	Identify vehicles as friend or foe	95
D0199	Extract information from air tasking orders (ATOs) or ACOs	95
D0229	Prepare CAS requests	95
D0161	Advise staff officers on utilization of air assets	95
A0050	Perform personal sanitation under field conditions	95
D0202	Identify hostile ground-to-air threats	95
D0182	Coordinate ingress or egress of fighter aircraft with Army personnel	95
D0216	Participate in Army rehearsals, such as Rock Drills	95
D0201	Identify aircraft as friend or foe	95
A0046	Perform operations using night vision devices	95
D0214	Monitor or operate tactical air direction nets	95
C0103	Construct field expedient antennas	95
A0012	Drive wheeled vehicles in tactical environments	95
C0125	Perform operational checks of portable radios	95
D0167	Assist with planning CAS missions	95
A0065	Tear down, inspect, clean, and reassemble weapons, such as M-16 assault rifles	95
C0113	Perform emergency operations on AN/GRC-206 communications pallets	95
B0096	Report vehicle discrepancies or malfunctions	95
C0148	Set up or tear down GPSs	95

TABLE B12

PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)

DUTIES		1-48 MONTHS' TAFMS (N=101)
A	PERFORMING FIELD ACTIVITIES	27
B	PERFORMING VEHICLE OPERATOR MAINTENANCE	11
C	SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	28
D	PERFORMING AIR LIAISON, AIR STRIKE CONTROL, OR AIRSPACE MANAGEMENT ACTIVITIES	23
E	PERFORMING AIRBORNE OR AIR ASSAULT ACTIVITIES	3
F	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2
G	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3
H	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*
I	PERFORMING TRAINING ACTIVITIES	2
J	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2

* Indicates less than 1%

Columns may not add up to 100% due to the effects of rounding

TABLE B13

REPRESENTATIVE TASKS PERFORMED BY AFSC 1C4X1
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)

TASKS	*Average number of tasks performed 149*	PERCENT MEMBERS PERFORMING (N=101)
B0098	Wash vehicles	98
C0106	Extract time-of-day (TOD) messages from GPSs for HAVE-QUICK operations	97
A0030	Navigate by vehicle using GPSs	97
B0070	Check vehicle fluid levels, such as transmission fluid levels or oil levels	96
C0113	Perform emergency operations on AN/GRC-206 communications pallets	96
A0028	Navigate by vehicle during day operations using maps and compasses	96
A0034	Perform camouflage procedures	96
A0031	Participate in physical training (PT)	95
C0125	Perform operational checks of portable radios	95
C0122	Perform operational checks of HAVE-QUICK systems	95
A0049	Perform personal hygiene under field conditions	95
A0029	Navigate by vehicle during night operations using maps and compasses	95
A0037	Perform day or night convoy operations	95
C0150	Set up or tear down portable radios	94
A0025	Navigate by foot during day operations using maps and compasses	94
C0121	Perform operational checks of GPSs	94
A0026	Navigate by foot during night operations using maps and compasses	94
C0103	Construct field expedient antennas	94
A0027	Navigate by foot using global positioning systems (GPSs)	93
C0124	Perform operational checks of palletized radio systems	92
C0159	Troubleshoot portable communications equipment	92
C0133	Remote radio set controls (RSCs)	92
B0096	Report vehicle discrepancies or malfunctions	91
C0109	Load or zeroize variables in encryption equipment	91
A0022	Maintain bivouac equipment, such as tents, camouflage nets, or lighting equipment	91
C0102	Configure communications systems for operations using vehicle power	91
A0050	Perform personal sanitation under field conditions	91
C0148	Set up or tear down GPSs	91
D0215	Participate in Army field exercises	90
A0040	Perform ECM procedures during HAVE-QUICK operations	90
A0020	Interpret tactical map symbols	90
C0120	Perform operational checks of fiber optic cables	90
A0011	Drive wheeled vehicles in nontactical environments	89
A0012	Drive wheeled vehicles in tactical environments	89
B0071	Clean vehicle battery boxes	87
C0101	Configure communications systems for operations using auxiliary power	87
A0024	Maintain TA-50 equipment, such as sleeping bags, helmets, or load-bearing equipment	86
C0119	Perform operational checks of encryption equipment	85
C0144	Report communications equipment or associated field equipment malfunctions	83
C0143	Remove or install vehicle-mounted antennas	82
D0249	Transmit radio messages	81
B0083	Prepare vehicles for maintenance	80

TABLE B14

EQUIPMENT USED OR OPERATED BY
FIRST-ENLISTMENT AFSC 1C4X1 PERSONNEL
(PERCENT USING OR OPERATING)

SUPPORT EQUIPMENT	(N=101)
Generator	99%
Global positioning system (GPS)	99%
AN/GRC 206	99%
KY 99	98%
KY 57	98%
AN/PRC 119	97%
AN/PRC 113	95%
Night vision goggles	94%
AN/PRC 104	91%
CYZ 10, Automated network control devices	91%
KYK 13	91%
GAU 5 Assault Rifle	87%
KOI 18	87%
Highly mobile multipurpose wheeled vehicles (HMMWVs)	84%
Infrared marking device	74%

TABLE B15

AFSC 1C4X1 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

			PERCENT MEMBERS PERFORMING		
			1-24	1-48	
		TNG	MOS	MOS	TSK
TASKS		EMP	TAFMS	TAFMS	DIF
A0030	Navigate by vehicle using GPSs	7.42	100	97	4.34
A0020	Interpret tactical map symbols	7.39	88	90	4.81
A0016	Fire M-16 assault rifles	7.39	74	83	3.17
C0113	Perform emergency operations on AN/GRC-206communications pallets	7.32	100	96	4.25
D0214	Monitor or operate tactical air direction nets	7.32	74	80	4.58
A0029	Navigate by vehicle during night operations using maps and compasses	7.29	97	95	5.41
A0021	Interpret topographic maps	7.26	82	80	4.35
D0229	Prepare CAS requests	7.19	82	89	4.53
A0028	Navigate by vehicle during day operations using maps and compasses	7.19	97	96	4.53
D0203	Identify vehicles as friend or foe	7.16	79	82	4.98
D0247	Transmit CAS requests	7.16	82	86	3.77
D0205	Locate targets utilizing military grid reference system (MGRS) or latitude and longitude coordinate systems	7.16	76	80	4.73
C0125	Perform operational checks of portable radios	7.16	97	95	4.15
A0046	Perform operations using night vision devices	7.13	91	91	5.05
A0014	Extract information from Army signal operating instructions (SOIs)	7.10	76	83	4.45
A0040	Perform ECM procedures during HAVE-QUICK operations	7.00	94	90	4.97
C0109	Load or zeroize variables in encryption equipment	7.00	91	91	4.38
C0106	Extract time-of-day (TOD) messages from GPSs for HAVE-QUICK operations	7.00	100	97	4.26
A0027	Navigate by foot using global positioning systems (GPSs)	6.97	100	93	4.33
D0215	Participate in Army field exercises	6.94	91	90	4.31
A0025	Navigate by foot during day operations using maps and compasses	6.94	100	45	4.58
D0209	Mark target locations at night using infrared designators	6.94	59	67	4.86
C0122	Perform operational checks of HAVE-QUICK systems	6.90	97	95	4.34
D0202	Identify hostile ground-to-air threats	6.90	76	78	5.30
A0001	Authenticate communications	6.90	94	97	1.50

Mean TE Rating = 3.65   Standard Deviation = 1.87   High TE = 5.52

TABLE B16

AFSC 1C4X1 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

			PERCENT MEMBERS PERFORMING					
TASKS		TSK DIF	1-24 MOS TAFMS	1-48 MOS TAFMS	3- SKL LVL	5- SKL LVL	7- SKL LVL	TNG EMP
D0175	Control night CAS missions	7.47	29	52	48	73	80	6.19
J0411	Draft host-tenant or interservice agreements	7.11	0	2	1	7	11	1.32
J0410	Draft budget requirements	6.96	0	2	1	9	22	1.19
D0183	Coordinate joint air attack team (JAAT) missions with Army or other service agencies	6.89	15	40	37	53	44	4.42
D0219	Perform helicopter FAC activities	6.84	3	15	10	24	11	3.26
J0409	Develop support agreements	6.78	0	2	0	6	7	.74
E0291	Perform jumpmaster military free-fall operations	6.67	0	0	1	3	2	1.74
D0177	Control tactical extraction operations	6.65	6	8	4	20	11	2.52
E0306	Prepare vehicles for helicopter sling loads	6.63	26	24	23	21	13	3.10
D0173	Control high threat CAS missions, such as low altitude	6.59	56	68	66	76	78	6.13
I0373	Conduct terminal attack control evaluations	6.57	9	10	6	24	59	2.81
J0413	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	6.56	0	1	0	5	17	1.65
D0190	Coordinate unmanned aerial vehicle (UAV) missions with Army or other service agencies	6.53	15	13	15	16	26	3.52
I0376	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	6.48	0	1	0	21	30	.84
D0184	Coordinate joint laser operations with Army or other service agencies	6.47	15	36	32	58	54	5.52
D0185	Coordinate joint surveillance target attack radar system (JSTARS) coverage with Army or other service agencies	6.47	12	32	30	31	24	3.55
E0305	Prepare vehicles for air drops	6.46	15	12	13	10	6	2.71
E0282	Pack free-fall parachutes	6.46	0	1	0	5	6	1.42
E0304	Prepare equipment, other than vehicles, for helicopter sling loads	6.42	21	14	14	13	11	2.90
D0161	Advise staff officers on utilization of air assets	6.41	44	60	59	66	72	4.42

TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE B17

EXAMPLES OF TASKS NOT REFERENCED TO STS ELEMENTS
WITH 20 PERCENT OR MORE MEMBERS PERFORMING

TASKS		TNG EMP	1ST JOB (N=34)	1ST ENL (N=101)	TSK DIF	ATI
A0035	Perform chemical warfare agent decontamination procedures	6.00	62	69	5.34	18
A0040	Perform ECM procedures during HAVE QUICK operations	7.00	94	90	4.97	18
A0042	Perform field duties in chemical protective equipment	5.71	53	67	5.49	18
A0049	Perform personal hygiene under field conditions	5.61	97	95	2.79	13
A0050	Perform personal sanitation under field conditions	5.55	91	91	2.84	13
A0055	Perform self aid buddy care procedures	6.26	71	79	4.82	18
A0056	Perform survival, evasion, resistance, and escape (SERE) activities	5.55	44	57	5.81	18

*   Mean TE Rating = 3.65   Standard Deviation = 1.87   High TE = 5.52
**   Mean TD Rating = 5.00   Standard Deviation = 1.00   High TD = 6.00

TABLE B18

EXAMPLES OF STS ELEMENTS WITHOUT PROFICIENCY CODES MATCHED TO TASKS
WITH 20 PERCENT OR MORE MEMBERS PERFORMING

| | | | PERCENT MEMBERS PERFORMING | | | | |
| | | PROF | 1ST JOB | 1ST ENL | TNG | TSK | |
UNIT	LEARNING OBJECTIVE	CODE	(N=34)	(N=101)	EMP	DIF	ATI
3.2.7	Use pyrotechnics	-					
Task	A0013.Use pyrotechnics or grenades		29	36	3.84	3.71	5
7.2.2	Conduct training	-					
Task	I0371. Conduct on the job training (OJT)		50	54	4.48	5.23	17
9.4.6.1	Field expedient techniques	-					
Tasks	B0077. Perform field expedient maintenance on vehicles		56	64	4.97	4.54	17
	B0081. Perform vehicle recovery operations		41	46	3.84	4.29	15

*   Mean TE Rating = 3.65   Standard Deviation = 1.87   High TE = 5.52
**   Mean TD Rating = 5.00   Standard Deviation = 1.00   High TD = 6.00

TABLE B19

EXAMPLES OF TASKS NOT REFERENCED TO POI OBJECTIVES
WITH 30 PERCENT OR MORE MEMBERS PERFORMING

TASKS		TNG EMP	1ST JOB (N=34)	1ST ENL (N=101)	TSK DIF	ATI
A0015	Fire 9mm handguns	6.68	85	91	3.30	13
A0016	Fire M-16 assault rifles	7.39	74	83	3.17	13
A0035	Perform chemical warfare agent decontamination procedures	6.00	62	69	5.34	18
A0036	Perform combat lifesaver procedures	3.94	41	50	6.15	17
A0056	Perform survival, evasion, resistance, and escape (SERE) activities	5.55	44	57	5.81	18

*   Mean TE Rating = 3.65   Standard Deviation = 1.87   High TE = 5.52
**   Mean TD Rating = 5.00   Standard Deviation = 1.00   High TD = 6.00

TABLE B20

JOB SATISFACTION INDICATORS FOR
IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	TACP JOB (N=278) (STG 11)
EXPRESSED JOB INTEREST	
INTERESTING	77
SO-SO	13
DULL	10
PERCEIVED USE OF TALENTS	
EXCELLENT TO PERFECT	16
FAIRLY WELL TO VERY WELL	63
NONE TO VERY LITTLE	21
PERCEIVED USE OF TRAINING	
EXCELLENT TO PERFECT	17
FAIRLY WELL TO VERY WELL	67
NONE TO VERY LITTLE	16
SENSE OF ACCOMPLISHMENT FROM JOB	
SATISFIED	63
NEUTRAL	13
DISSATISFIED	24
REENLISTMENT INTENTIONS	
YES OR PROBABLY YES	64
NO OR PROBABLY NO	24
WILL RETIRE	12

TABLE B21

JOB SATISFACTION INDICATORS FOR
AD AND ANG MEMBERS
(PERCENT MEMBERS RESPONDING)

	AD (N=247)	ANG (N=44)
EXPRESSED JOB INTEREST		
INTERESTING	72	96
SO-SO	15	2
DULL	13	2
PERCEIVED USE OF TALENTS		
EXCELLENT TO PERFECT	14	30
FAIRLY WELL TO VERY WELL	62	66
NONE TO VERY LITTLE	24	4
PERCEIVED USE OF TRAINING		
EXCELLENT TO PERFECT	16	23
FAIRLY WELL TO VERY WELL	66	70
NONE TO VERY LITTLE	18	7
SENSE OF ACCOMPLISHMENT FROM JOB		
SATISFIED	60	80
NEUTRAL	13	7
DISSATISFIED	27	13

TABLE B22

COMPARISON OF JOB SATISFACTION INDICATORS
BETWEEN CURRENT AND 1999 SURVEYS
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS' TAFMS		49-96 MONTHS' TAFMS		97+ MONTHS' TAFMS	
	2002 1C4X1 (N=101)	1999 1C4X1 (N=178)	2002 1C4X1 (N=45)	1999 1C4X1 (N=82)	2002 1C4X1 (N=101)	1999 1C4X1 (N=276)
EXPRESSED JOB INTEREST						
INTERESTING	63	50	76	66	78	80
SO-SO	17	22	11	17	15	11
DULL	20	28	13	17	7	9
PERCEIVED USE OF TALENTS						
FAIRLY WELL TO PERFECTLY	72	59	78	70	78	81
LITTLE OR NOT AT ALL	28	41	22	30	22	19
PERCEIVED USE OF TRAINING						
FAIRLY WELL TO PERFECTLY	83	73	87	83	78	84
LITTLE OR NOT AT ALL	17	27	13	17	22	16
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	50	47	64	57	66	75
NEUTRAL	13	7	18	5	12	6
DISSATISFIED	37	46	18	38	22	19
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	52	37	76	66	67	71
NO OR PROBABLY NO	48	63	24	34	2	7
WILL RETIRE	N/A	N/A	N/A	N/A	31	22

TABLE B23

COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=53)		49-96 MONTHS' TAFMS (N=33)		97+ MONTHS' TAFMS (N=68)	
	Percent Selecting	Average	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	45	2.21	70	2.52	59	2.35
PAY AND ALLOWANCES	47	2.32	45	2.33	57	2.41
BONUS OR SPECIAL PAY	64	2.38	55	2.44	49	2.21
RETIREMENT BENEFITS	45	2.71	52	2.59	62	2.64
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	51	2.11	36	2.08	43	2.38
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	38	2.15	30	2.10	46	2.23
MEDICAL/ DENTAL CARE FOR AD MEMBER	53	2.46	55	2.44	43	2.59
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	43	2.74	39	2.54	46	2.77
BASE HOUSING	8	2.00	6	1.50	13	2.11
BASE SERVICES	9	1.80	6	2.00	19	1.77
CHILDCARE NEEDS	8	2.75	3	1.00	9	2.50
SPOUSE'S CAREER	2	3.00	6	1.00	9	2.00
CIVILIAN JOB OPPORTUNITIES	8	1.75	3	1.00	10	2.00
EQUAL EMPLOYMENT OPPORTUNITIES	0	0	0	0	6	1.75
NUMBER OF PCS MOVES	6	2.67	15	2.00	16	1.91
LOCATION OF PRESENT ASSIGNMENT	8	2.00	6	2.00	28	2.37
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	21	2.27	24	2.12	29	2.30
WORK SCHEDULE	21	1.91	27	2.11	22	2.07
ADDITIONAL DUTIES	4	2.00	9	1.67	9	1.83
JOB SECURITY	45	2.79	48	2.75	50	2.47
ENLISTED EVALUATION SYSTEM	2	2.00	3	1.00	13	1.78
PROMOTION OPPORTUNITIES	21	2.18	12	2.25	22	2.20
TRAINING/EXPERIENCE OF UNIT PERSONNEL	15	2.50	24	2.25	19	2.31
UNIT MANNING	4	2.00	0	0	0	0
UNIT RESOURCES	4	2.00	0	0	1	3.00
UNIT READINESS	4	1.50	6	2.50	7	2.60
RECOGNITION OF EFFORTS	17	2.67	9	1.67	18	2.00
ESPRIT DE CORPS/MORALE	32	2.35	45	2.60	44	2.57
LEADERSHIP OF IMMEDIATE SUPERVISOR	21	2.45	9	2.33	15	2.60
LEADERSHIP AT UNIT LEVEL	9	2.60	12	2.00	21	2.29
SENIOR AIR FORCE LEADERSHIP	4	2.00	3	1.00	16	1.82

TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUP

1-48 MONTHS' TAFMS (N=53)	49-96 MONTHS' TAFMS (N=33)	97+ MONTHS' TAFMS (N=68)
BONUS OR SPECIAL PAY	MILITARY LIFESTYLE	RETIREMENT BENEFITS

MEDICAL/ DENTAL CARE FOR AD MEMBER	BONUS OR SPECIAL PAY	MILITARY LIFESTYLE
MILITARY-RELATED EDU & TNG OPPORTUNITIES	MEDICAL/ DENTAL CARE FOR AD MEMBER	PAY AND ALLOWANCES
PAY AND ALLOWANCES	RETIREMENT BENEFITS	JOB SECURITY
RETIREMENT BENEFITS	JOB SECURITY	BONUS OR SPECIAL PAY

TABLE B24

COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=48)		49-96 MONTHS' TAFMS (N=11)		97+ MONTHS' TAFMS (N=2)	
	Percent Selecting	Average	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	46	2.00	18	11	0	0
PAY AND ALLOWANCES	50	2.00	18	2.00	100	2.00
BONUS OR SPECIAL PAY	25	1.83	0	0	100	2.50
RETIREMENT BENEFITS	8	2.25	9	3.00	50	2.00
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	25	2.33	9	1.00	0	0
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	31	2.20	27	1.00	100	3.00
MEDICAL/ DENTAL CARE FOR AD MEMBER	12	2.67	18	1.00	50	2.00
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	10	1.60	27	2.67	50	3.00
BASE HOUSING	17	1.75	9	1.00	0	0
BASE SERVICES	12	2.00	0	0	0	0
CHILDCARE NEEDS	2	3.00	0	0	0	0
SPOUSE'S CAREER	10	2.20	27	1.67	0	0
CIVILIAN JOB OPPORTUNITIES	35	2.47	45	1.60	0	0
EQUAL EMPLOYMENT OPPORTUNITIES	6	2.00	0	0	0	0
NUMBER OF PCS MOVES	19	2.22	0	0	50	3.00
LOCATION OF PRESENT ASSIGNMENT	44	2.57	9	3.00	50	3.00
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	35	2.12	0	0	0	0
WORK SCHEDULE	19	2.00	9	1.00	0	0
ADDITIONAL DUTIES	27	1.77	27	2.67	100	2.50
JOB SECURITY	10	2.20	0	0	0	0
ENLISTED EVALUATION SYSTEM	10	2.40	9	2.00	50	3.00
PROMOTION OPPORTUNITIES	17	2.25	18	2.50	100	3.00
TRAINING/EXPERIENCE OF UNIT PERSONNEL	27	2.00	27	3.00	100	2.00
UNIT MANNING	12	1.83	27	2.33	100	2.00
UNIT RESOURCES	29	2.64	36	2.75	50	3.00
UNIT READINESS	21	2.10	9	3.00	100	2.00
RECOGNITION OF EFFORTS	50	2.38	36	2.50	100	3.00
ESPRIT DE CORPS/MORALE	44	2.76	45	2.60	100	3.00
LEADERSHIP OF IMMEDIATE SUPERVISOR	25	2.58	18	3.00	50	1.00

LEADERSHIP AT UNIT LEVEL	50	2.75	27	2.67	100	2.00
SENIOR AIR FORCE LEADERSHIP	23	2.45	18	1.50	100	1.50

TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUP

1-48 MONTHS' TAFMS (N=48)	49-96 MONTHS' TAFMS (N=11)	97+ MONTHS' TAFMS (N=2)
LEADERSHIP AT UNIT LEVEL	ESPRIT DE CORPS/MORALE	RECOGNITION OF EFFORTS
RECOGNITION OF EFFORTS	CIVILIAN JOB OPPORTUNITIES	ESPRIT DE CORPS/MORALE
PAY AND ALLOWANCES	UNIT RESOURCES	PROMOTION OPPORTUNITIES
MILITARY LIFESTYLE	RECOGNITION OF EFFORTS	OFF-DUTY EDU OR TRAINING
ESPRIT DE CORPS/MORALE	TRAINING/EXPERIENCE OF UNIT	BONUS OR SPECIAL PAY